

**Exhibit 3**

FRAGOMEN

# W.R. GRACE & CO.

## Proposed Fee Schedule for 2007

NONIMMIGRANT VISAS	Fees*
<b><u>B-1 Initial</u></b>	
- Straightforward	\$775.00
- Complex	\$2,000.00
<b><u>B-1 Extension</u></b>	
- Straightforward	\$775.00
<b><u>E-3 Initial</u></b>	
- Straightforward	\$1,500.00
- Complex	\$1,750.00
<b><u>E-3 Extension</u></b>	
- Straightforward	\$1,000.00
<b><u>H-1B Initial</u></b>	
- Straightforward	\$1,850.00
- Complex	\$2,100.00
<b><u>H-1B Extension</u></b>	
- Straightforward	\$1,100.00
- Complex or where firm did not prepare initial H-1B	\$1,600.00
<b><u>J-1 Initial</u></b>	
- Straightforward	\$1,100.00
- Complex	\$1,600.00
<b><u>J-1 Extension</u></b>	
- Straightforward	N/A
- Complex	N/A
<b><u>Blanket L-1 Initial</u></b>	
- Straightforward	\$1,600.00
- Complex	\$1,850.00
<b><u>Blanket L-1 Extension</u></b>	
- Straightforward	\$1,600.00
- Complex	\$1,850.00
<b><u>Individual L-1 Initial</u></b>	
- Straightforward	\$1,600.00
- Complex	\$1,850.00
<b><u>Individual L-1 Extension</u></b>	
- Straightforward	\$1,300.00
- Complex	\$1,600.00
<b><u>O-1 Initial</u></b>	
- Straightforward	\$2,625.00
- Complex	\$3,675.00
<b><u>O-1 Extension</u></b>	
- Straightforward	\$1,575.00
<b><u>TN Initial</u></b>	
- Straightforward	\$900.00
<b><u>TN Extension</u></b>	
- Straightforward	\$900.00

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## Proposed Fee Schedule for 2007

**Replacement of Departure Record (I-94) (I-102)**

- Filed with extension or change of status \$375.00
- Filed separately \$525.00

**Renewal of Nonimmigrant Visa Stamps at U.S. Consulate**

- Each applicant \$275.00
- Coordination of visa issuance including discussions with Consulate, scheduling appointment and briefing applicant \$525.00 plus \$275.00 per location

**Extension/Change of NIV status for Dependent (I-539)**

- Filed with principal \$375.00
- Filed separately \$800.00
- Complex \$1,300.00

**Employment Authorization (EAD) (I-765)**

- Each applicant \$250.00

**Premium Processing (I-907)**

- Filed simultaneously with NIV petition \$250.00
- Filed separately \$500.00

**Request for Evidence (RFE)**

- Straightforward \$750.00
- Complex \$1,500.00

*"REMDOC"***IMMIGRANT VISAS****Fees\*****Permanent Residence based upon PERM**

- PERM \$4,200.00
- Petition for alien worker (I-140) \$1,100.00
- Application for permanent residence (I-485)
  - Principal applicant and spouse \$1,575.00
  - Each additional family member \$375.00

**Permanent Residence exempt from PERM**

- Petition for alien worker (I-140) Based on L-1 Multinational Transferee \$2,650.00
  - If firm prepared original L-1A \$2,100.00
- I-140 Petition Based on Outstanding Researcher / Extraordinary Ability \$3,675.00 - \$4,725.00
- Application for permanent residence (I-485)
  - Principal applicant and spouse \$1,575.00
  - Each additional family member \$375.00

**Employment Authorization**

- Principal applicant and spouse \$525.00
- Each additional family member \$275.00

**Advance Parole (Travel Document)**

- Principal Applicant and Spouse \$525.00
- Each additional family member \$275.00

**Visa Processing**

- Packet III and IV
  - Principal Applicant and Spouse \$1,575.00
  - Each Additional Family Member \$375.00

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## Proposed Fee Schedule for 2007

**Request for Evidence (RFEs) – (I-140) or (I-485)**

- Straightforward	\$250.00
- Complex	\$750.00

**Attorney Appearances at I-485 Interview**

- Local	\$800.00
- Out-of-town	Hourly

**ADDITIONAL SERVICES****Fees\*****Application to renew Permanent Resident Card (I-90)**

- Each applicant	\$750.00
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**Naturalization Application**

- Each Applicant	\$1,000.00
- Attorney appearance	\$750.00

**Reentry Permits: (I-131)**

- Each applicant	\$750.00
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**Visa Application for Corporations**

- L-1 Blanket	\$2,500.00
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**Special Projects**

- Counseling i.e. I-9 Audit	Fee to be quoted prior to project.
- Training	

Matters not covered by the fees set forth would be billed on an hourly basis at the following rates:

Partner	\$350
Associate	\$250

**\* - Disbursements -**

Domestic Federal Express	\$18.00
Miscellaneous [Telephone calls, faxes, photocopies, regular mail services]	4%

**Important Notes:**

- The above fees are predicated upon the amount of effort and staffing normally required to obtain approval of such application. To the extent that a matter is complicated by extenuating circumstances requiring extensive telephone consultations, expeditious processing, difficulty conforming to eligibility requirements, or other special circumstances, a higher fee would be billed only after consultation with your organization. Out-of-pocket expenses including educational evaluations, translations, courier and messenger services will be itemized on each invoice.
- All filing fees payable by client to U.S.D.H.S.